

CARIBBEAN BROADCASTING CORP.
WCMN (AM) - WCMN-FM
EEO Public File Report
October 1, 2019 – September 30, 2020

I. VACANCY LIST

See Section II “Master Recruitment Source List” for recruitment source data

Job Title	Number of Job Vacancy	Recruitment Sources (“RS”) used to fill vacancy	Number of People Interviewed	RS that referred hire
Sales Executive	1	Internal Applicant Direct Applicant	1	Internal Applicant

CARIBBEAN BROADCASTING CORP.
WCMN (AM), WCMN-FM
EEO Public File Report
October 1, 2019 – September 30, 2020

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Potential Interviewees Referred by RS over reporting period
1	Puerto Rico Radio Broadcaster's Association Calle Delta 1305, Caparra Terrace San Juan, PR 00920 787.783.8810	Y	0
2	Internal Referral	Y	1
3	University of Puerto Rico Río Piedras Campus PO Box 21907 San Juan, PR 00931-1907 Tel. (787) 764-0000 / 764-3680 fax	Y	0
4	Sacred Heart University Calle Sagrado Corazón De Jesús, San Juan, PR 00912 Sr. Jose Rivera- Director School Station (jrrodriguez@sagrado.edu)	Y	0
5	LICEO de Arte y Tecnología P.O. Box 192346 San Juan, PR 00919-2346 Víctor Marrero García (wmarrero@liceopr.com)	N	0

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Potential Interviewees Referred by RS over reporting period
6	Other Radio Stations	N	0
7	Careers, Inc 208, Ave Ponce de Leon Suite 1100 San Juan PR 00918-1036	N	0
8	Direct Applicant (submitted resume unsolicited)	Y	0
9	Internal Applicant	Y	0
10	Facebook/Twitter	Y	0
11	US Army Job Placement www.postajob.directemployers.com	Y	0
12	Turabo University PO Box 3030 Gurabo, PR 00778 http://desarrollo.rt.pr/	Y	0
13	Online Classifieds www.clasificadosonlinepr.com	Y	0

CARIBBEAN BROADCASTING CORP.
WCMN (AM), WCMN- FM
EEO Public File Report
October 1, 2019 -September 30, 2020

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	Internship	Caribbean maintains an ongoing informal internship program to train any interested individual in the various operations of a broadcasting facility
2	Mentoring young advertising executives	Caribbean upper management continually mentors junior advertising executives for management positions
3	Training Programs	Caribbean has its employees regularly attend various training programs to increase their job proficiency and skills and enable employees to obtain the skills necessary for job advancement
4	Job Banks/Internet Programs	Caribbean participates in job banks through Careers, Inc., and online at www.clasificadosonlinepr.com designed to promote general outreach as well as specific vacancies.